



January 19, 2018

**EQUAL OPPORTUNITY/AFFIRMATIVE ACTION STATEMENT
FOR
Prairie Farms Dairy, Inc.**

STATEMENT OF COMPANY POLICY:

This statement is to reaffirm Prairie Farms Dairy, Inc.'s policy on providing equal opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of Federal, State, and Local governing bodies or agencies. Prairie Farms Dairy, Inc. will commit the necessary time and resources, both financial and human, to achieve the goals of equal opportunity and affirmative action.

Prairie Farms Dairy, Inc. does not and will not discriminate against employees, applicants, customers or vendors, and will make all employment and business decisions in accordance with all applicable Federal, State, and Local laws prohibiting discrimination.

It is the policy of Prairie Farms Dairy, Inc. to afford equal employment opportunity regardless of race, religion, creed, national origin, sex, age, marital status, gender identity or expression, genetics, disability, veteran status, sexual orientation, status with regard to public assistance or any other characteristic protected now or in the future by government action. This policy applies to all aspects of the application process and employment relationship including, but not limited to, hiring, promotion, transfer, demotion, termination, discipline, and other conditions of employment.

Prairie Farms Dairy, Inc. will evaluate the performance of achieving these affirmative action objectives as well as other established criteria. Any employee who does not comply with the policies and procedures set forth in this statement will be subject to disciplinary action.

The Affirmative Action Officer at this location is Chad Zoelzer. The Affirmative Action Officer's responsibilities will include monitoring all equal employment activities, and reporting the effectiveness of this affirmative action program, as required by Federal, State, and Local agencies. The C.E.O will receive and review reports on the progress of the program. If any employee or applicant for employment believes he/she has been discriminated against, please see the Affirmative Action Officer.

Prairie Farms Dairy, Inc. invites all employees and applicants for employment to identify themselves for inclusion in Prairie Farms Dairy, Inc.'s Affirmative Action program.

Ed Mullins
Chief Executive Officer

PRAIRIE FARMS DAIRY, INC.

General Offices: 3744 Staunton Road, Edwardsville, IL 62025 phone 618-659-5700 prairiefarms.com

**Policy Statement – Equal Employment Opportunity for
Qualified Individuals with Disabilities
And Qualified Protected Veterans**

It is the policy of Prairie Farms Dairy, Inc. not to discriminate against any employee or applicant for employment because he or she is a qualified individual with a disability, a disabled veteran, a newly separated veteran, a campaign veteran, or an armed forces service medal veteran (i.e., qualified protected veterans). It is also the policy of Prairie Farms Dairy, Inc. to take affirmative action to employ and to advance in employment, all persons regardless of their status as qualified individuals with disabilities or qualified protected veterans, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Employees of and applicants to Prairie Farms Dairy, Inc. will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to obtain their legal rights related to any Federal, State, or local law regarding EEO for qualified individuals with disabilities or qualified protected veterans.

As CEO of Prairie Farms Dairy, Inc., I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company, I have selected Chad Zoelzer as the Equal Employment Opportunity (EEO) Manager for Prairie Farms Dairy, Inc. One of his duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of Prairie Farms Dairy, Inc.'s programs.

In furtherance of Prairie Farms Dairy, Inc.'s policy regarding Affirmative Action and Equal Employment Opportunity, Prairie Farms Dairy, Inc. has developed a written Affirmative Action Program which sets forth the policies, practices and procedures which Prairie Farms Dairy, Inc. is committed to applying in order to ensure that its policy of non-discrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This Affirmative Action Program is available for inspection by any employee or applicant for employment upon request, during normal business hours, in Chad Zoelzer's Office. Interested persons should contact the Chad at 618-659-5700 extension 10241 for assistance.



Ed Mullins
Chief Executive Officer

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